

Female Workers in the Midst of Crisis and Technological Change

Editorial

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Atnike Nova Sigi

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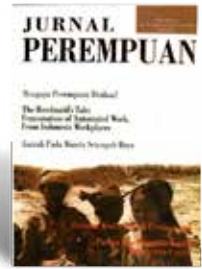
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Female Workers in the Midst of Crisis and Technological Change

The current world of work is being characterized by disruption, where the type of industry that developed since the industrial revolution has changed, both in terms of technology and the form of its industrial relations. This change in the world of work has been exacerbated by the Covid-19 pandemic, which has lasted more than a year already. The pandemic, for example, has forced some workers to work from home, with the consequence of increased domestic workload. Meanwhile, the pandemic has adversely impacted various industrial sectors and has caused job loss in certain sectors. For women, these technological change and crisis are aggravated by the economic system and patriarchy that still subordinate women.

The 4.0 industrial revolution has created new types of workers and has made old types of jobs obsolete as they are no longer compatible with market and technological developments. The disruption brings opportunities for those who have access to digital knowledge, skills, and technology; but leaving those without access. Digital gap phenomenon has been disproportionately experienced by many women due to their unequal social and economic position.

As workers, women not only encounter problems as a class or group of workers, but also face challenges due to their gender identity. One of the challenges facing women is the *glass ceiling effect*, which hinders women's career advancement in the workplace. The view that the world of work has masculine character stem from assumptions such as that female workers have lower abilities than male workers. This view can be seen from the separation between men's and women's fields of work. Hence, professions in the fields of science, technology, engineering, and mathematics (STEM) are perceived as men's jobs, while professions in the fields of social science, humanities, education, are perceived as women's jobs.

Feminist perspective criticizes the dominant view that separates the economy from domestic work. The world of work is identified with masculinity, while domestic work is considered as feminine sphere with no economic value. This bias gender segregation results in the marginalization of women in the world of work, including in trade union/labor unions.

The historical development of trade unions/labor unions shows an overlook towards female workers as part of the working class. This overlook towards female workers could not be separated from the early development of capitalism, where women were assigned for reproductive work in the household, and (if needed) then would serve as reserve workforces. However, the concept of reserve workforce is questionable as more women enter the workforce.

Increasing female workforce then is also followed by a consequential increase of women in the trade unions/labor unions' membership. However, this does not automatically prompt trade/labor unions to pay attention to gender inequality facing female workers. Trade unions/labor unions initially viewed the working class as a homogeneous social group, which was constructed for men. It was the Marxist and Socialist Feminists who later exposed the intertwined of gender inequality with class issues.

Using separate organizing strategy, women labor movement, sought to strengthen the internal structure of trade unions/labor unions and encouraged them to include gender justice agendas as part of the unions' agenda. This was where the female workers' issues, such as reproductive health, wage discrimination, including sexual violence, began to enter the agenda of trade unions/labor unions, both at the global level, including in Indonesia. At the global level, problems of harassment and violence in the world of work has been recognized with the adoption of the ILO Convention No. 190 of 2019 on Violence and Harassment. Meanwhile, at the national level, trade unions/labor unions also joined the advocacy upon the Draft Law on the Elimination of Sexual Violence.

Women's participation in the world of work brings opportunities that can strengthen women's position in society. However, a gender-blind world of work could deepen the existing gender inequalities. In the world of work that experiences change and crisis, feminism continues to strive to take a critical approach towards the exploitative and masculine characters of the world of work.

Along with the publishing of "Female Workers in the Midst of Crisis and Technological Change" edition, the Editorial Team of *Jurnal Perempuan* would like to

announce that starting in 2021, *Jurnal Perempuan* will publish three editions a year. This decision was taken by the Editorial Team with the aim of providing a longer span of time in improving the quality of *Jurnal Perempuan* and

encouraging further works on women's knowledge in Indonesia. Wishing you a fruitful reading. (**Atnike Nova Sigi**)

Abstracts Sheet

Tendy Gunawan

Program Officer, International Labour Organization (ILO)
Country Office for Indonesia and Timor-Leste

Strategy for Abolishing Barriers to Women Labor Force Participation

Jurnal Perempuan, Vol 26 No.1, April 2021, page 1-14, 11 pictures, 2 tables, 19 references

The female labor force participation rate has not moved from 50-55 persen in the last ten years, and this condition has been exacerbated by the Covid-19 pandemic. This study looks at the various challenges for women in entering the world of work, maintaining jobs and building careers, and what strategies stakeholders can take to remove various barriers to women's labor force participation. The strategic recommendations include affirmative actions and policies that could be taken by policy makers and companies to remove barriers to women's participation in the workforce. The study is based on literature reviews of various studies and surveys conducted by the ILO in 2010-2020, especially regarding women in the world of work.

Keywords: gender equality; women labor force participation; glass ceiling effect

Afwan Purwanto Muin, Marina Nasution, Widia Primastika
Aliansi Jurnalis Independen Jakarta

The Lack of Attention to Lactation Needs in Media Companies

Jurnal Perempuan, Vol 26 No.1, April 2021, page 15-24, 31 references

The fulfillment of exclusive breastfeeding is important not only for the babies and toddlers, but also for prevention of breast cancer to mothers and/ or women. Although the government has developed policies related to exclusive breastfeeding, the achievements are still inadequate. One of the problems is the lack of support from the workplace environment. This study focuses on the attention and support of media companies to the lactation needs of breastfeeding women journalists. This qualitative study uses the in-depth interview method and literature study. The results of the study show that media support for the lactation needs of female journalists is still very low. The newsroom must have a special policy that fully supports the lactation needs of journalists both at the office and outside the office. The study also found that full support from the social work environment plays a very important role in the success of a female journalist in giving exclusive breastfeeding.

Keywords: women and journalism; feminism; access to lactation; working women

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Rethinking Strategy for Gender Equality in Trade Unions

Jurnal Perempuan, Vol 26 No.1, April 2021, page 25-32, 21 references

The non-strategic role and position of women workers in trade union organization, even in the women-dominated sector, is hardly changed even though the number of women members of trade unions is increasing. Various programs have been carried out to increase the

strategic role of women in trade union organizations but so far have not shown significant results. Based on interviews with officers of gender equality programs for trade unions, union leaders and women and men members and literature studies this paper offers an idea of the need for a non-exclusive approach and actively and proportionally involving men in awareness-raising and gender equality programs for trade unions. This idea is based on the fact that in trade unions gender-related program is always left to or only involves women. The strategy in the gender equality awareness and improvement program that only involves women causes the program's effectiveness to be low because half of the causes of the problem is not involved.

Keywords: women worker; trade union; gender equality

Dewayani D. Savitri¹ & Atnike Nova Sigiro²

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Analyzing 'Working from Home' as 'the New Normal' for Working Women from the Perspective of Feminism

Jurnal Perempuan, Vol 26 No.1, April 2021, page 33-41, 2 pictures, 1 table, 27 references

Working from home, when workers accomplish their duties and works at home, have become an important phenomenon during the Covid-19 pandemic, that have been practiced for more than a year since the Covid-19 outbreak. For working women, working from home have combined two women's duties in one place at the same time, those are their responsibilities as workers, and their responsibilities at homes – including care work, as the common gender role of women. This article aims to explore whether working from home could become a conducive mode of work for women and family's welfare. What factors do the policy makers need to consider, so that working from home would not reproduce gender inequality against women. This article was developed from literature studies on the analysis and policy framework at the global level, and also several existing researches about the challenges that have been faced by working women during the Covid-19 pandemic in Indonesia.

Keywords: teleworking; working women; Covid-19 pandemic; gender and economy

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Affirmative Approach in Strengthening Women's Access to the Information and Communication Technology's Vocational Training

Jurnal Perempuan, Vol 26 No.1, April 2021, page 43-54, 10 pictures, 2 tables, 24 references

Despite growing of internet users and digitalizing economy as result of Industry Revolution 4.0, Indonesia still experiences gender-based digital divides, in which, women are left behind in the digital economy and the growing information and communication technology (ICT) sector. To address the issue, affirmative action in accessing skills development programs and labor market are crucial. The aim of the study is to observe whether current affirmative action for women, have

contributed in addressing the issue, and what other affirmative actions and initiatives are necessary, if any. The paper uses mixed qualitative and quantitative methods in which primary data are collected through interview and online survey respectively; and secondary data are collected through literature review. The study argues that affirmative action alone would not be adequate to address gender inequality in digital economy and ICT sector. This study concludes that an integrated intervention between access to capacity building and women's participation is needed, to enable women to enter the digital economy and the ICT sector.

Keywords: digital divide; digital economy; affirmative action; women participation

Atnike Nova Sigiro
Jurnal Perempuan

Advancing the Agenda of the Confederation of Trade Unions on the Prevention of Sexual Violence in the World of Work in Indonesia

Jurnal Perempuan, Vol 26 No.1, April 2021, page 55-68, 4 tables, 23 references

This article was formulated based on interviews with 5 (five) trade union confederations from a number of confederations in Indonesia, namely:

Konfederasi Serikat Pekerja Nasional (KSPN), Konfederasi Serikat Buruh Muslimin Indonesia (KSarbumusi), Konfederasi Serikat Buruh Seluruh Indonesia (KSBSI), Konfederasi Serikat Pekerja Indonesia (KSPI), and Konfederasi Kongres Aliansi Serikat Buruh Indonesia (KKASBI). This article seeks to explore the efforts made by the trade union confederation in promoting gender equality - specifically in advancing the agenda for the prevention and elimination of sexual violence in the world of work. This article was compiled based on research with a qualitative approach, with data collection methods through interviews and literature studies. The results of this study found that the confederations interviewed had already set up internal structures that have specific functions on issues related to gender equality, gender-based violence, and women's empowerment; although still limited and on ad-hoc basis. This research also finds that the role of the trade union confederation is particularly prominent in advocating policies related to sexual violence and gender-based violence in the world of work, such as advocating the Bill on the Elimination of Sexual Violence, and the ratification of the ILO Convention No. 190 on Violence and Harassment.

Keywords: women and trade union; sexual violence at work; women and the labor movement

Analyzing 'Working from Home' as 'the New Normal' for Working Women through the Perspective of Feminism

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Abstract

Working from home, when workers accomplish their duties and works at home, have become an important phenomenon during the Covid-19 pandemic, that have been practiced for more than a year since the Covid-19 outbreak. For working women, working from home have combined two women's duties in one place at the same time, those are their responsibilities as workers, and their responsibilities at homes – including care work, as the common gender role of women. This article aims to explore whether working from home could become a conducive mode of work for women and family's welfare. What factors do the policy makers need to consider, so that working from home would not reproduce gender inequality against women. This article was developed from literature studies on the analysis and policy framework at the global level, and also several existing researches about the challenges that have been faced by working women during the Covid-19 pandemic in Indonesia.

Keywords: teleworking; working women; Covid-19 pandemic; gender and economy

Introduction

The Covid-19 pandemic has had a tremendous impact, not only to health sector but also to economy and employment. One of the employment trends due to the Covid-19 pandemic is the increasing number of workers who 'work from home'.

ILO (2020) estimates the worsening situation and women's condition in the world of work during the Covid-19 pandemic. First, sectors that employ a lot of women tend to be hit by a crisis due to the Covid-19 pandemic. In low income and lower-middle income countries, the manufacture sector, especially garment—which absorbs a large number of female workers, would disappear. Meanwhile, the shortcoming of the labor security and health security system would add the vulnerability of this group of female workers.

Second, female workers in the informal sector are the group that faces high risks, such as the loss of work orders due to disruption of supply chain, the risk of being exposed to the virus due to limited access to personal protective equipment, as well as job losses in the care work sector such as domestic workers.

Third, the increase burden in unpaid care work during the Covid-19 pandemic. This increased burden is a consequence of schools' closure and daycare centers' closure, reduced public services for people with disabilities and the elderly, and the unavailability of domestic workers to care for family members who are affected by the Covid-19 virus. Women's workload had increased more than that of men because nursing work is generally become the responsibility of women.

According to ILO (2021), the remote working model that has been developed during the Covid-19 pandemic is different from the practice of remote work in the prior to the pandemic. If remote work in the past was applied as a temporary solution for business continuity and/or maintaining employment, remote work during the Covid-19 pandemic is no longer temporary. During the Covid-19 pandemic, the 'work from home' scheme has been practiced in various countries for more than a year, so it has become a kind of 'new normal' for the world of work.

The term 'new normal' became increasingly popular when the Covid-19 Pandemic emerged and seems to continue for a long time. This term is used to describe

the uncertain situation driven by the Covid-19 Pandemic. Conceptually, the notion of a 'new normal' assumes that things will no longer be the same as they were in the past, and become a new order (weforum.org, 2020).

Chime Asonye stressed the need for a critical attitude to question whether the changes that have occurred due to the Covid-19 pandemic can be accepted as a (new) normal (weforum.org 2020). According to Asonye, what we call as the 'new normal', such as staying at home, remote communication (virtual engagement), and the phenomena that emerged during the Covid-19 pandemic, are not applicable to all or can be practiced by all part of society. For example, the 'lockdown' policy is a luxury for people whose income is earned on a daily basis to survive, such as daily wage workers, small traders/entrepreneurs. Meanwhile, the assumption that daily activities can be done online, actually ignores the fact that most of the world's population is still not connected to the internet or information and communication technology (ICT). Even if it is geographically covered by internet facilities, purchasing an internet data package will also be an additional cost (burden).

Various studies have found that the Covid-19 pandemic has had a more severe impact on women, especially as a result of gender inequality that has occurred and continues to this day. Therefore, the fact that 'working from home' has become a widely used pattern and continues to this day, needs to be criticized from the perspective of gender justice. How does the practice of 'working from home' affect working women? Can 'working from home' be regarded as the new normal that will continue in the future? What does the work from home scheme mean in the context of productivity, family welfare and gender equality?

This article is a literature study of the global policy framework and analysis related to the phenomenon of 'working from home' which is widely practiced during the Covid-19 pandemic, especially for women workers. This article tries to compare the policy framework and global analysis of the situation of working women in Indonesia,

especially through document studies of studies related to the impact of the Covid-19 Pandemic on women in Indonesia.

The Trend of 'Working from Home' during the Covid-19 Pandemic for Women

The term or concept of Work from Home (WfH) is increasingly popular during the Covid-19 pandemic. The results of a global survey conducted by the World Economic Forum (WEF) and Ipsos found that an average of 52 percent of respondents 'work from home' during the Covid-19 pandemic (katadata.id 2021). The 'work from home' model has strengthened for several reasons, namely the implementation of policies by the government to suppress the spread of the Covid-19 virus (Hukumonline.com, 2020), as well as the company's strategy to reduce production costs amidst economic pressures (Katadata.id, 202).

However, the concept of 'working from home' actually appeared long before the Covid-19 pandemic. Oskar Mungkasa (2020) describes the history of the emergence of the concept of working remotely at least since 1950 with the term telework, then telecommute in 1974. Mukasa's presentation shows that economic motives and increased productivity are the main motives for the emergence and development of the concept of remote work. Some of the developments of this concept, for example, aim to: reduce traffic congestion during peak hours, reduce energy consumption, fulfill the need for skilled workers, and others.

The concept of 'work from home' which is popularly applied in the context of the Covid-19 Pandemic needs to be distinguished from the concept of 'work at home' or working remotely which developed before the Covid-19 Pandemic. In general, there are several similarities as well as differences in concepts regarding 'work from home' (ILO 2021). The following table 1 describes several concepts related to the location where a job is taking place.

Table 1. Some concepts on the types of work based on the location where the work is carried out

Job location concept	Definition
Remote work	Situations where work is carried out fully or partially in an alternative location other than the main workplace, which is approved by the employer, or must be carried out by an independent worker whose workplace is not permanent. Example: workers have to work outside the main office/workplace such as: at a construction site, in the garden, at a client's house, in a shop, in a factory, on a bus (driver), on a highway (police).
Telework	Telework is a sub category of remote work concept. Similar to remote work, telework can be done anywhere other than the main place of work. The difference is in the use of personal electronic devices, such as computers, telephones, or other electronic devices.
Work at home	Work at home refers to work that is wholly or partly done from the home of the worker. Work at home does not include buildings, shops, workshops, which are attached to the house, but are not part of the worker's house.
Home-based work	Home-based work is a sub-category of work at home, i.e. workers whose main workplace is their home.

Source: ILO 2021

When we compare the concept of 'work from home' in the context of the Covid-19 Pandemic with the four concepts of work based on the location where the work is carried out, then the concept of work from home emphasizes the home as a location where work is carried out which intersects with telework, work at home, and home-based work. However, the concept of 'work from home' emerged and was applied not on the basis of the need for the type of work to be done suitable or requiring alternative work locations at home. The concept of 'work from home' is applied mainly in response to preventing the spread of the Covid-19 virus, regardless of whether the work that is done by someone can or is suitable to be done from home. This may explain why 'work from home' brings consequences or burdens for women workers in this article.

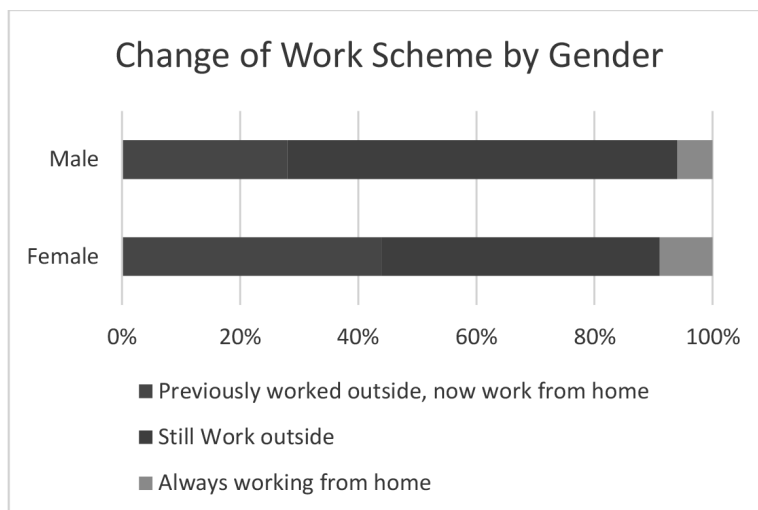
In his research supported by the International Telework Association & Council (ITAC), Hamilton concluded that this work system cannot be applied to all types of work. According to Hamilton, the work from home model has several impacts on the pattern of relations between workers, for example between remote workers and workers present at the office, workers and leaders/supervisors. Remote work systems place more emphasis on results when compared to jobs that require the presence or performance of workers.

Susan M. Heatfield (2020) a resource development expert found that 80 percent of workers would like to 'work from home' at some point in their lives, and 35 percent would like to switch their jobs to remote work. Heatfield said that in 2018 there were 5 million (3.6 percent) workers who 'work from home'. According to Heatfield, this remote work system is very helpful for employers in terms of savings, prevention of absenteeism (not coming to work), employee turnover, and general business productivity. However, Heatfield's findings were made from assumptions outside of a pandemic situation. Can a similar assumption be applied in the Covid-19 pandemic situation? Especially if these assumptions are put through the lens of feminism.

Challenges of Working from Home Faced by Women

The Rapid Gender Assessment Survey conducted by UN Women (2020) in Europe and Central Asia stated that the social distancing policy has made various institutions and business sectors adopt a form of work from home or a telecommuting approach. The survey found that 44 percent of women who before the pandemic worked outside the home then had to 'work from home'. The percentage of change in the work environment is higher than that of men, which is only 22 percent (see Picture 1).

Picture 1. Changes in workplace scheme by gender (in Europe and Central Asia)



Source: UN Women 2020

The UN Women survey explained that the percentage of women, who work from home during the pandemic, was higher than men because of the many ‘feminine’ work sectors such as education, public administration, and social work, which later turned into work from home schemes.

One of the assumptions in the development of the work from home model is to balance between personal life and life at work. But in reality, ‘work from home’ as a response to the Covid-19 pandemic, turns out to be a challenge for working women.

Currently, the government is reviewing the ‘work from home’ system as a way to deal with the situation during the Covid-19 pandemic and the possibility of it becoming a new normal in the future. However, the social impact that needs to be considered is the possibility of someone working longer hours than the applicable standard working hours.

The working paper prepared by ILO (2021) for the second meeting of the G20 on employment seeks to provide considerations in making gender-just policies. ILO recognizes that there will be a “natural test” of the application of ‘work from home’ which will affect work arrangements such as social isolation, distance from work colleagues, and gender inequality. Remote work can accommodate work-family balance needs, but the consequences of such a practice will be determined by how it is practiced, and to whom the model is applied.

There are no specific rules governing the model and practice of ‘remote working’ as in the context of this current pandemic yet. International standards only regulate some aspects such as working hours, for example

ILO Convention No. 155 of 1981 concerning Occupational Health and Safety. This convention regulates working remotely if the work is potentially hazardous.

This article explores some researches on the practice of ‘work from home’ in the context of the Covid-19 Pandemic and its impact on women in Indonesia. The research discussed in this paper certainly cannot represent all the phenomena that may be experienced by working women in Indonesia. Some of these studies reveal that there are generally accepted patterns of challenges and situations faced by working women. However, these studies also show that there are different challenges and situations faced by working women in one community to another, or from one profession to another.

The following are some common challenges experienced by working women when implementing ‘work from home’ during the Covid-19 Pandemic.

The hours of ‘Work From Home’ coincide with the hours of children Learning From Home

The implementation of working hours during the pandemic generally applies the same working hours as the period before the pandemic, which is morning to noon. At the same time, school hours during the Covid-19 pandemic also apply the same school schedule as before the pandemic. As a result, parents who ‘work from home’, at the same time also have to monitor their children online learning process. The role of caring for children and families, which are identified as women’s gender roles, then requires women to take responsibility for accompanying children when doing distance learning,

which before the pandemic was the responsibility of teachers or schools.

In their research on mothers with kindergarten-age children, Wardani and Ayriza (2021) found several challenges faced by mothers when accompanying their children online learning from home. First, people do not understand educational materials for early childhood, thus they cannot help explain teaching materials for children. Second, parents also need to motivate their children and help their interest in learning grows. Third, for working mothers, dividing their time and burden between work (in the office or other work) and accompanying children to study from home creates problems for the mother. This study found that some mothers choose to quit their jobs, or seek permission from their employers to get extra time to accompany their children to school from home.

Research conducted by the Indonesian Academy of Young Scientists (ALMI) states that when 'working from home' – due to the Covid-19 pandemic situation, female researchers must prepare teaching methods while doing domestic work (KSI 2021). One of the consequences, the publication of female researchers during the pandemic has decreased, when compared to male researchers. Meanwhile, the institutions where they work do not see this kind of condition as an issue of gender inequality.

In addition, the social and economic conditions of each working woman are very diverse, so the challenges in accompanying children to school from home are different. Research conducted by the Women's Journal (Sigiro, Gina & Komalasari 2020), for example, found difficulties experienced by mothers who are single parents or heads of families to earn a living while accompanying children learning from home. Difficulties are also experienced by parents who have children with special needs, because the parents do not have the educational skills for children with special needs.

Challenges of access to technology and information

The application of social distancing (social distancing) during the Covid-19 pandemic has made information and communication technology (ICT) an important tool for various activities, such as retail trade, medical consultations, 'work from home', studying from home, and others. Access to technology and the internet is a technical challenge faced by working women to 'work from home' and to assist children in learning from home. Access to information and communication technology comes in at least two forms. The first is access to ownership

or use of a device, such as a computer or mobile phone. Second, access to skills in using devices and applications.

Studying from home requires access to technology, such as access to a computer/laptop or mobile phone, as well as skills to use online meeting applications. Research conducted by Wardani and Ayriza (2021) found it difficult for mothers to operate telephone or computer devices to accompany children when learning from home. The research describes the challenges faced by mothers who are respondents, such as difficulty operating the Zoom application for the first time, having to buy a mobile phone so that children can learn online, and also technical difficulties because their mobile phones are not compatible with the latest technology.

Not all women have access to electronic devices and the skills to use them. Fisherwomen who were resource persons in the Women's Journal research revealed the limited skills of fisherwomen to use the technology needed by children to learn online (Sigiro, Gina & Komalasari 2020). Moreover, ownership of computers and mobile phones in fishing communities is still limited.

Research on a number of female lecturers found two barriers to access to technology experienced by these female lecturers (Haekal & Fitri 2020). The female lecturers in this study experienced barriers to access to ownership of computer devices. The price of computer gadgets is relatively unaffordable by the salary they receive, especially for non-permanent lecturers who are paid less. The lecturers also expect financial assistance to buy internet quota for lectures and online meetings. Barriers to access to skills in the use of computer devices and applications are experienced especially by elderly female lecturers. Prior to the pandemic, improving ICT skills as part of teaching skills was not a priority for universities. As a result, the emergency during the pandemic made some of these lecturers experience technological stuttering, while the training provided was not sufficient for them to immediately master the skills needed.

Impact on mental health when working from home

A survey report conducted by UN Women (2020) found that women were more likely to experience increased stress and anxiety during the Covid-19 pandemic. This is due to several interrelated factors, such as: the workload of care in the household that must be carried out by the greater number of people, including taking care of and caring for sick family members. In addition, women also experience anxiety due to the loss of work and family income.

Inequality in the division of labor within the household can also cause working from home to be a source of stress for women. When women tend to take on all the responsibilities of care work, then working from home will be a big burden, and cause stress (Kumparan.com 2020).

The tendency of stress in women due to increased household workload was also found in Komnas Perempuan's research (2020). A survey conducted by Komnas Perempuan in 34 provinces in Indonesia found that 1 in 3 respondents answered that increasing housework has caused stress. Meanwhile, the same survey found that 70 percent of female respondents answered that housework, especially cooking and washing clothes, had increased, while only 49 percent of male respondents felt that housework during the pandemic had increased.

A study was conducted on women cake entrepreneurs in the Kue Rungkut Lor II Village in the city of Surabaya (Sari & Zufar 2020) to see the impact of the Covid-19 pandemic on women cake entrepreneurs in the region. The study found that women in the cake business community experienced psychological stress due to the multi-layered burden they had to carry out during the pandemic. The woman cake entrepreneur who was the subject of the research had to do various tasks, ranging from the business of making cakes, taking care of family health and welfare, as well as assisting children to learn from home. In one case it was even stated that the child was also a victim when the psychological pressure experienced by the mother was then vented to the child when the child was seen to be irresponsible in the learning process at home.

Although the challenges above are general in nature, women from different communities or professions experience different degrees and forms of problems. The challenges of access to technology and information between female lecturers and cake entrepreneurs may be of different degrees.

The Myth of the Sexual Division of Labor

The burdens and challenges experienced by working women when doing 'work from home' in response to the Covid-19 pandemic is a consequence of the myth about the sexual division of labor. The division of labor based on unequal gender roles between women and men.

A survey conducted by Sigiuro, Primaldhi and Takwin (2018) found that housewives in Indonesia do more than 8 hours of care work every day. The survey found that 78 percent of housewives' respondents in the study

stated that they worked more than 12 hours every day, 16 percent of housewives respondents said they worked between 8 and 12 hours every day, and 6 percent of respondents said they worked up to 8 hours a day.

When in 'normal' conditions a housewife has to do maintenance work for more than 8 hours, then in a pandemic situation where activities at home increase, the nursing workload that must be carried out is certainly greater. Especially if the housewife is a working woman. This condition is in line with the argument of Margaret Benston, a Marxist Feminist, that when women are free to work but still have to be responsible for domestic work, it cannot be said to be a liberation, but a double burden (Tong & Botts 2018).

Gender inequality in the context of capitalism is the main concern of Marxist Feminism and Socialist Feminism. According to Rosemarie Putnam Tong and Tina Fernandes Botss (Tong & Botts 2018) these two schools of feminism are difficult to distinguish from one another. The main difference between the two lies in the different emphasis on the roots of women's subordination. Marxist feminism emphasizes class as the main source of subordination. While Socialist Feminism seeks to understand the subordination of women by looking at various factors related to one another, such as class, gender, and also other aspects such as identity, race, ethnicity, and sexual orientation.

According to Iris Marion Young (Tong & Botts, 2018), when compared with a class analysis, an analysis of the division of labor based on sex can better explain why women are the ones being commanded, perform jobs that are considered trivial, work part time, and tend to be paid lower; while men give orders, perform directive work, work full time, and tend to be paid higher wages. According to Young, the marginalization of women as secondary workers is an essential and fundamental character of capitalism.

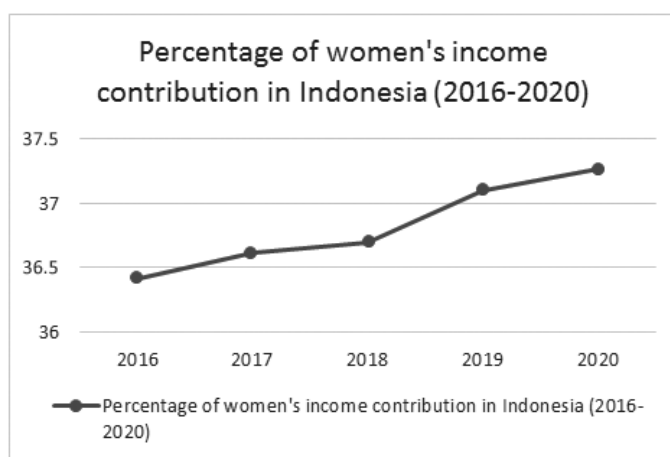
Principally, Tong and Botts (2018) argue that subordination to women is closely related to unpaid, underpaid, or unappreciated women's work. This, according to Tong and Botts, explains why women's status and power tend to be low. They further explained that in various countries, both developed and developing countries, capitalist countries and socialist countries, women generally have to do most of the domestic work, while they also have to do full time or part time work outside the house.

In its development, capitalism cannot maintain the division of labor based on gender between women and

men, because the value of wages received by men is no longer sufficient to support the family. Heidi Hartman explained, it was then women from the working class decided to work, not just to earn extra money for themselves, but to work to earn income to help men or their husbands to support their families (Tong & Botts, 2018). Unfortunately, according to Hartman, when women have to enter the world of work, at the same time, in general, men or husbands are not interested in doing domestic work.

Data collected by BPS shows that women account for more than 35 percent of family income each year. This percentage also tends to increase from year to year. Figure 3 below shows the contribution of women's income in the last five years. This figure shows that the contribution of women's income to the family is very significant. As explained by Heidi Hartman, the entry of women into the world of work is no longer complementary to family income.

Picture 2. Contribution of Women's Income in Indonesia (2016-2020)



Source: processed from BPS data (2020)

The feminist thought above explains the position of women workers in the context of capitalism outside of emergencies, such as situations of war, conflict, or the Covid-19 pandemic that has occurred since 2019 until the time this article was written. Meanwhile, various findings on women workers in the previous section explained that the Covid-19 pandemic as an emergency has formed a new work practice that unites domestic work with paid work into one location, even at the same time, namely at home.

After more than a year, women workers were forced to adapt to the practice of 'working from home'. Women are forced to perform two roles simultaneously, namely the role in their class position as working class, and their gender role in family care work – such as educating children, cooking, taking care of the sick, and others.

One solution to the double burden or additional burden experienced by women workers when implementing 'work from home' is to implement an equal or fair division of domestic labor between women and men, or among family members. However, such solutions do not fully address technical issues, such as access to technology and the internet, or the problem

when another spouse or adult family member still has to work outside the home.

Therefore, the impact of the 'work from home' phenomenon on women requires a more strategic solution, not merely an individual solution that must be borne by individuals and/or families.

Conclusion: The Need for Affirmative Policies for the Implementation of 'Work from Home' Policy

Social protection for women workers who use a gender-sensitive approach (a gender-aware response) is very much needed in an effort dealing with the Covid-19 pandemic. UN Women (2020) mentions several social protection policies that need to be developed. First, the need for a gender-responsive social protection system to guarantee women's income. Second, the need to expand access to appropriate and affordable childcare services so that women can continue to work. Third, dismantling the gender inequality that has occurred so far, including the division of labor in the home, the wage gap, and the low respect for work done by women.

In the context of Indonesia, it is necessary to develop gender-sensitive policies with practical and

strategic dimensions, as well as gender-responsive social protection models that are appropriate to local conditions and types of work/profession. The following are some policy approaches in the context of 'work from home' in response to the Covid-19 Pandemic that could be developed further.

First, it is generally necessary to build public awareness of the increasing household workload during the Covid-19 pandemic. This awareness-building effort needs to encourage changes in the division of labor within the family that are more gender-just or equal.

Second, support for access to technology and information in accordance with local conditions and types of work. The results will be more positive, if this access to technology and information can help women as well as other family members. For instance, free internet access services in residential areas, the development of teaching applications that are easy for parents to understand (user friendly), and also subsidies for purchasing computer devices for certain professions, such as teachers and lecturers.

Third, the government and employers need to develop a system of working hours and study hours that are friendly to women, children, and families in general. For example, by implementing more flexible working hours, lighter work targets, lighter learning targets and methods, and others.

Fourth, social protection for women workers when 'work from home' cannot only be the responsibility of the state, or only the responsibility of the employer. These two actors have an important role to play in preventing or reducing the impact of 'working from home' on women during the Covid-19 pandemic.

Feminism analysis of the practice of 'work from home' as a way to survive and adapt to the Covid-19 pandemic is urgently needed because after running for more than a year, women and society tend to accept the practice of 'working from home' as a consequence that must be an individual or family responsibility.

This paper considers that the trend of neglecting gender analysis towards the application of 'work from home' leads to neglect of the burdens faced by women workers, and at the same time perpetuates the gender-biased division of labor, as well as the exploitation of women in the world of work. Hence, the so called new normal situation contains inequality towards women, especially working women, who practice 'working from home' during the Covid-19 pandemic.

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AUTHOR GUIDELINES

Jurnal Perempuan (JP) is a quarterly interdisciplinary publication in the English language that aims to circulate **original ideas in gender studies**. JP invites critical reflection on the theory and practice of feminism in the social, political, and economic context of Indonesian society. We are committed to exploring gender in its multiple forms and interrelationships.

The journal encourages practical, theoretically sound, and (when relevant) empirically rigorous manuscripts that address real-world implications of the gender gap in Indonesian contexts. Topics related to feminism can include (but are not limited to): sexuality, queer, trafficking, ecology, public policy, sustainability and environment, human and labor rights/ issues, governance, accountability and transparency, globalization, as well as ethics, and specific issues related to gender study, such as diversity, poverty, and education.

JP welcomes contributions from researchers, academia, activists, and practitioners involved in gender advocacy in any of the areas mentioned above. Manuscripts should be written so that they are comprehensible to an intelligent reader, avoiding jargon, formulas and extensive methodological treatises wherever possible. They should use examples and illustrations to highlight the ideas, concepts and practical implications of the ideas being presented. Feminist theory is important and necessary; but theory — with the empirical research and conceptual work that supports theory — needs to be balanced by integration into practices to stand the tests of time and usefulness. We want the journal to be read as much by stakeholders as by academics seeking sound research and scholarship in women's study.

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